

Employee Engagement and Wellness Committee

Monday, December 6, 2021

3:00-4:00pm

Via Zoom (link included on Zimbra Invitation) ID No. 766 987 5731

Members Present: Cathy Colella, Aaron Hilliard, Nathan Rickey, Charles Heidelberg, Chelsie Taylor, Terri Zirkle McDonald, BethAnn Talsma, Sara Tanis

MINUTES

1. Members introduced themselves. The committee will likely double in size over time as some proposed members were unable to commit to participating. Aaron Hilliard shared that each member is selected intentionally and is approved by Dr. Washington.
2. Committee Flow: Cathy reviewed how the committee will work.
 - a. A Google Drive has been created and all meeting materials, research and supplemental documents can be save to the drive by all members. Contact Cathy if you are unable to access the drive.
 - b. Meetings will be held once a month via zoom and will be recorded (members approved of recording the meetings).
 - c. Topics that require extra time, research, involvement of other partners will break off into a task force, action groups or specific subcommittees if needed.
 - d. The committee will not be focusing on creating policy. Specific focus of the committee is outlined in the charter and the summary document that Cathy sent prior to this meeting.
3. Wellness and engagement were discussed – defined for the purposes of the focus. Wellness being providing wellness opportunities for mind, body and spirit that would be inclusive for employees at various levels of wellness. Engagement was discussed as linked to wellness and employee retention, work satisfaction, productivity and performance/quality.
4. Gallup’s Strengths assessments and tools were briefly discussed as KVCC had previously used Gallup’s Q12 to impact, evaluate and study employee engagement at the college. This could be something to delve back into as Strengths has not been as prominent for the last few years.
5. The group agreed that we would all come forward with wellness or employee engagement opportunities that already exist. For example, a walking group, or a book club, etc.
6. There was a discussion around creating special interest clubs that would allow employees with similar interests to connect. For example, knitting or book club.
7. The group talked about communicating new initiatives through the employee newsletter and employee portal and partnering with Marketing.
8. Action Items before next meeting:
 - a. Correct calendar invites, Monday afternoons seem to work for members (Cathy)
 - b. Research and audit what opportunities currently exist. (ALL)
 - c. Bring forward any ideas for organizing special interest clubs (ALL)
 - d. Think about additional members to join the committee. (ALL)